



GETTING FIT FOR THE FUTURE

A BOOTCAMP FOR REWARD
PROFESSIONALS

DEBORAH REES | DIRECTOR OF CONSULTING

INNECTO
REWARD CONSULTING



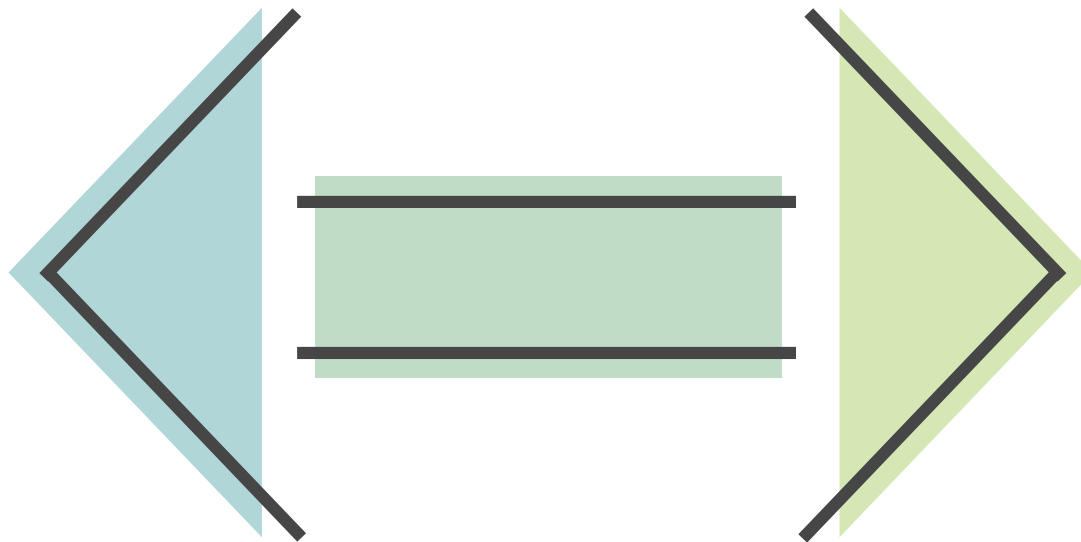
FOCUS ON FIT



fitbit®



LESS IS MORE





GOAL

DEVELOPING A CURATED REWARD STRATEGY TO ATTRACT, RETAIN & ENGAGE TALENT

CREATE A **JOINED-UP** FOCUS ON **LONG-TERM, MEANINGFUL** CHANGES

IMPROVE TRANSPARENCY AND MANAGER ENGAGEMENT WITH REWARD TO **DRIVE EMPLOYEE RETENTION & CONNECTION**

LEADING TO **LESS DISTRACTION & NOISE** AND MORE TIME TO **FOCUS ON THE IMPORTANT STUFF**

IMPORTANT STUFF

EXTERNAL LENS

EQUALITY &
FAIRNESS

TRANSPARENCY =
REPUTATION

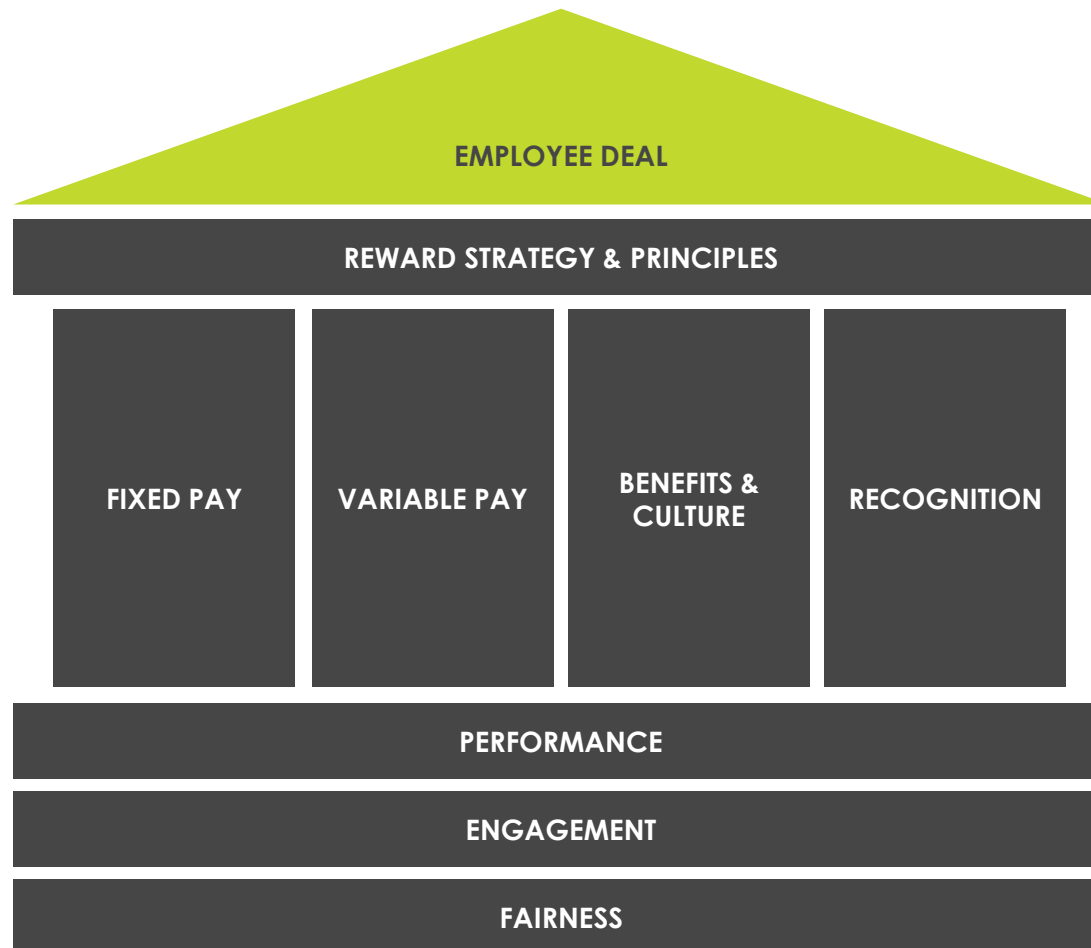
INTERNAL LENS

FIT WITH THE
BUSINESS PURPOSE
WALKING THE TALK

AUTHENTICITY =
CREDIBLE



BASICS IN ACTION



TRANSPARENCY



SUPPORTING **LEADERSHIP**



SUPPORTING **MANAGEMENT**



SUPPORTING **RECRUITMENT**

“MARKET DATA FOR THE WHOLE BUSINESS”

INSIGHT

OVERALL MARKET POSITION **99.34%**

BELOW RANGE

24.82%

INCUMBENTS WHO FALL MORE THAN 10% BELOW THE
MEDIAN

WITHIN RANGE

57.45%

INCUMBENTS WHO FALL WITHIN 10% OF THE MEDIAN RANGE

ABOVE RANGE

17.73%

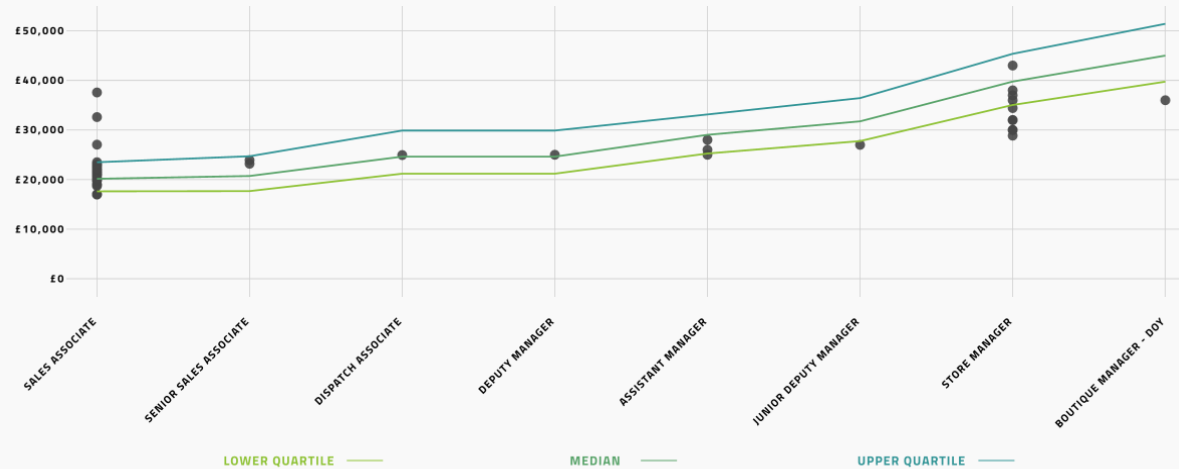
INCUMBENTS WHO EXCEED MORE THAN 10% ABOVE THE
MEDIAN

MACRO VS. MICRO REPORTING

SWITCH BETWEEN MACRO AND MICRO VIEWS OF DATA,
FROM OVERALL COMPANY POSITION...

INSIGHT

BASE PAY BY DEPARTMENT RETAIL Average against median: 3.01%



JOB TITLE	COUNT	YOUR MEDIAN	BENCHMARK LQ	BENCHMARK MEDIAN	BENCHMARK UQ	COMPA / RATIO
Sales Associate	32	£21,250	£17,626	£20,153	£23,495	1.05
Senior Sales Associate	2	£23,556	£17,672	£20,721	£24,703	1.14
Dispatch Associate	1	£24,940	£21,186	£24,623	£29,883	1.01
Deputy Manager	1	£25,000	£21,186	£24,623	£29,883	1.02
Assistant Manager	3	£26,000	£25,253	£29,024	£33,133	0.90
Junior Deputy Manager	1	£27,000	£27,760	£31,742	£36,432	0.85
Store Manager	10	£33,210	£35,044	£39,765	£45,364	0.84
Boutique Manager - DOY	1	£36,000	£39,746	£45,000	£51,412	0.80

...TO INDIVIDUAL INCUMBENTS



GENDER PAY AS A LEVER

**USING GENDER PAY AS 'THE IMPORTANT STUFF'
EXAMPLE**

MORE THAN CREATING THE NUMBERS

HOW CAN YOU ADD INSIGHT?

**WHAT ARE THE QUESTIONS YOU SHOULD BE
ASKING?**

CONTEXT

HOW CAN WE USE THIS TO ADD VALUE?

WHAT COULD WE DO TO MAXIMISE IMPACT?

FINDINGS RIGHT NOW

**IF WE HAD TO PUBLISH TOMORROW WHAT WOULD
WE BE SAYING?**



PHASED PLAN

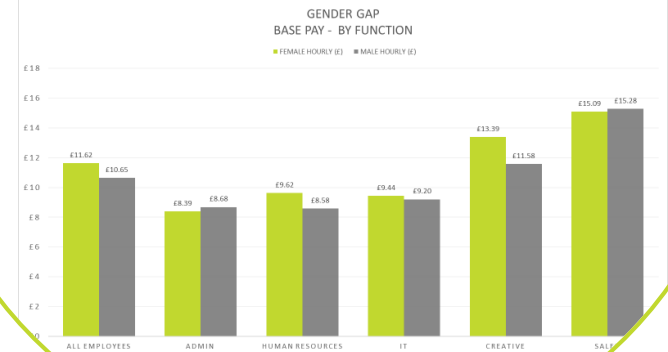
- 1. UNDERSTAND HOW THE NUMBERS WOULD LOOK IF YOU WERE TO PUBLISH TOMORROW**
- 2. IDENTIFY AREAS OF RISK BY JOB & DEPARTMENT AND PLAN TO REDUCE EXPOSURE**
- 3. PINPOINT KEY PRACTICES WHICH MAY BE DRIVING MALE | FEMALE PAY DIFFERENCES**
- 4. BUILD A STRAIGHTFORWARD NARRATIVE & ACTION PLAN TO EXPLAIN YOUR PAY POSITION AND COMMITMENT TO FAIRNESS**
- 5. PREPARE FINAL REPORTING AFTER 30 APRIL 2017 READY FOR PUBLICATION**

UNCOVERING RISK

ANALYSIS OF DATA
AND DRILLING
DOWN TO
UNDERSTAND LIKELY
RISK YOU FACE AS
AN ORGANISATION

PRIORITISING
YOUR AREAS OF
EQUAL PAY RISK
ACTION

Function	By: Mean	Business Line/Subsidiary	Location	Function	Comp Level
		Line 1	Birmingham	Human Resource	3
REPORTING GROUP	FEMALE HOURLY (£)	MALE HOURLY (£)	TOTAL NUMBER OF EMPLOYEES	GENDER RATIO (F:M)	BASE SALARY GENDER GAP
All Employees	11.62	10.65	513	65:35	-9.1% (F)
Admin	8.39	8.68	106	64:36	3.3% (M)
Human Resources	9.62	8.58	18	67:33	-12.2% (F)
IT	9.44	9.20	184	60:40	-2.6% (F)
Creative	13.39	11.58	104	68:32	-15.7% (F)
Sales	15.09	15.28	101	73:27	1.3% (M)

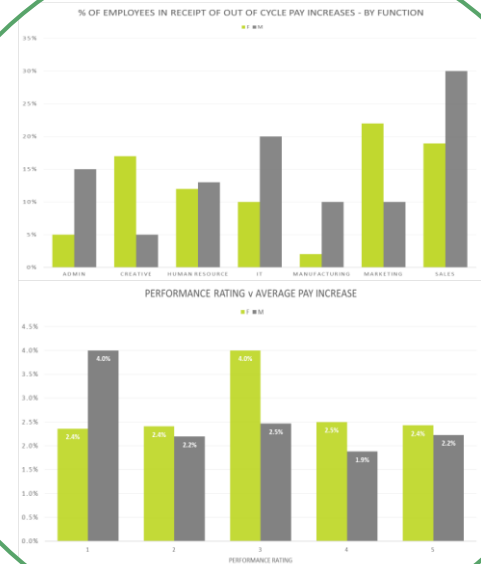


TAKING CONTROL

**LARGE GENDER PAY GAP
= HISTORICAL POLICIES &
PRACTICES THAT FAVOUR
MEN**

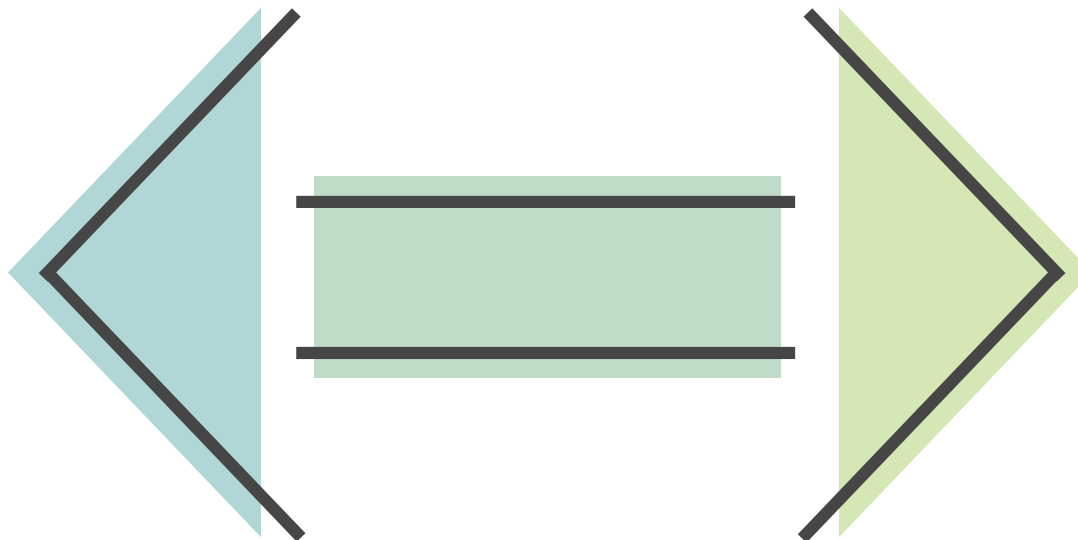
**DEVELOP METRICS TO
TRACK SUCCESS OF
CHANGES**

- **HOW MUCH IS SPENT OUT OF CYCLE AND WHAT'S THE GENDER SPLIT?**
- **THE GENDER SPLIT AND STARTING SALARY OF ALL NEWLY HIRED/PROMOTED EMPLOYEES OVER THE LAST YEAR**
- **PERFORMANCE SCORES MALE | FEMALE DOMINATED DEPARTMENTS**





LESS IS MORE



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